



House Government, Labor, and Elections Committee
February 19, 2026

House Bill 69 – *Labor and Employment – Exemptions From Overtime Pay – Administrative, Executive, or Professional Capacity*

POSITION: OPPOSE

On behalf of the LifeSpan Network and the Maryland-National Capital Homecare Association, we **respectfully oppose** House Bill 69. The bill changes the salary threshold above which executive, administrative, and professional employees are exempt from the law’s overtime requirements, which refers to 29 C.F.R. § 541.602 to the higher amount of: established in 29 C.F.R. § 541.605, or as provided for in the bill.

For those employers that provide care through the State’s Medicaid Program, House Bill 69 adds an unfunded cost and will cause even greater fiscal challenges. It is important to note that over the last two years, despite costs increasing, the State has not provided ANY rate increases to providers. Providers are experiencing cost increases across the board, including higher labor, energy, insurance premiums, and food costs. Unlike other businesses, these costs must be absorbed by providers and cannot be passed on to residents/clients, which has led many to restrict operations and negatively impact the delivery of care.

For these reasons, we urge an unfavorable report.

For more information call:

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